



### **DoD/OPM Interchange Agreement**

References: DoD 1400.25-M, Civilian Personnel Manual, Subchapter 1403 (Employment); Office of Personnel Management (OPM) Website (<http://www.opm.gov/employ/html/sroa2.asp#InterchangeAgreementsWithOtherMeritSystems>)

The Department of Defense (DoD) and the Office of Personnel Management (OPM) have an interchange agreement permitting employees to move between DoD nonappropriated fund (NAF) positions and civil service positions. Employees appointed under this agreement receive credit for previous service toward career tenure requirements and do not have to serve a new probationary period in the gaining employment system.

To apply and be selected for a position under the DoD/OPM Interchange Agreement, you must meet all of the following eligibility requirements:

- Be serving under a career or career-conditional civil service appointment or a continuing NAF appointment without time limits, or have been involuntarily separated from such an appointment without personal cause within the preceding year.
- Have served continuously for at least 1 year in the type of appointment described above.
  - If you previously met this requirement, separated, and later returned to such an appointment, you are considered to have met the one-year requirement.
  - Any NAF appointment without a time limit is considered a continuing position, including a NAF Flexible position.
  - If you worked in a continuing NAF position with an intermittent or on-call work schedule, your NAF service must be equivalent to one year, in accordance with civil service rules in title 5, Code of Federal Regulations (CFR), 315.201(b)(4).
- Be qualified for the position to which applying.
- Be appointed without a break in service of more than 1 workday, or be appointed within 1 year after being involuntarily separated from the losing employment system.

NAF employees who meet the above requirements may be considered for appointment to competitive civil service appointments in the same manner that employees of the competitive service may be considered for transfer to such positions. This applies to all Federal competitive service appointments, not just those in DoD. Civil service employees who meet the requirements may be considered for DoD NAF positions on a similar basis.

Employees moving between DoD NAF and DoD appropriated fund positions with a break in service of 3 days or less should consult with their HRO regarding portability of benefits provisions.